

In an ever-evolving regulatory landscape, maintaining compliance with local laws across multiple EU countries is essential for any business. To thrive in the European market, understanding the nuances of each country's legal requirements is paramount. That's where our **Closing the Gap – in 3 Steps** service comes in.

At Baker McKenzie, we recognize the importance of staying ahead of the curve in compliance. We understand that implementing EU Directives, such as the Whistleblowing Directive, is not a one-size-fits-all endeavor. To assist your company in navigating this complex terrain, we offer a comprehensive three-step solution tailored to your specific needs.

Key facts about the Whistleblowing Directive:

The EU Whistleblowing Directive, a pivotal piece of legislation, promotes transparency and accountability within organizations. Here are some key facts to consider:

- The Whistleblowing Directive aims to protect individuals who report breaches of law within their organizations, ensuring their anonymity and safeguarding them against retaliation.
- It requires organizations to establish internal reporting channels, ensuring that whistleblowers can disclose information securely.
- Businesses operating across the EU must comply with the Directive's provisions by implementing effective mechanisms and procedures.



Step 1: Compare steps already taken in each in-scope country with local law requirements

Are you aware of the implementation steps your company has undertaken in the various EU countries where you operate? In this first step, our team will work closely with your local contacts to collect detailed information about the actions your company has already taken to comply with local laws. By comparing these steps with local law requirements, we will create a comprehensive overview of your current state of compliance in each in-scope country.



Step 2: List gaps in Directive implementation in each country

Understanding where your company's compliance efforts fall short is crucial. Our experts will meticulously analyze the data collected in Step 1 to identify any gaps in the implementation of the EU Directive within each in-scope country. This country-specific overview will provide you with valuable insights into the areas that require immediate attention and alignment with local regulations.



Step 3: Recommend next steps for each country

Once we've identified the gaps in Directive implementation, our team will go further by offering tailored recommendations for each in-scope country. These recommendations will be based on a comprehensive assessment of your company's current compliance status. Our goal is to provide you with a clear roadmap, outlining the precise next steps needed to close these implementation gaps effectively and ensure your company's ongoing compliance with local laws.

By following our three-step process, you can proactively address compliance challenges, mitigate risks, and streamline your operations across all in-scope EU countries.



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